



## June 6, 2013 – CONSORTIUM MEETING

### **DESIRED MEETING OUTCOMES**

- Update members on recent events
- Provide information from Collaborative Workgroup on Adult Services
- Review Strategic Plan and Timeline and revise as needed
- Review draft of Phase 2 report from ICI research contract and provide feedback
- Outline Employment First website content

### **June 6<sup>th</sup> - Members Present:**

Trina Balanoff, Russ Doumas, Jean Christensen, Howard Fulk, Noll Garcia, Monique Johns, Cassie Mills, Shannon Purvis, Marilyn Sword, Becky Woodhead, Scott Hoover, Tracy Warren

### **Review of Recent Activities:**

IEFC Consortium members heard from Tracy, Noll and Becky about how the Employment First presentations went at the May statewide self-advocacy conference. Although there was a low number of audience members, the information and activities were well received. Three participants signed up to be contacted about becoming part of the IEF self-advocate advisory committee.

ELC Project Application: Tracy reported that she applied for technical assistance through an Employment Learning Community (ELC) project that is led by the Institute for Community Inclusion at uMass Boston. It is supported by funding from the Administration on Intellectual and Developmental Disabilities and the project partners include TransCen and the National Association of State Directors of Developmental Disability Services.

This project will assist states in improving systems and services to increase inclusive, competitive employment for individuals with intellectual and developmental disabilities. It has three components:

1. A Delphi panel will identify issues and emerging and promising practices that will inform the work of the ELC.
2. Three to five communities of practice will be convened annually. Members will engage in time-limited but intensive work on issues that will support their state-level systems-change efforts, and lead to the development of products that can be used by other states.
3. Five to ten states will be selected for more intensive engagement in the project. Each of these states will receive technical assistance to develop or enhance a state-level consortium that will assist in local employment systems change.

*UPDATE: Our application was successful and we have been selected to be one of the states that will receive technical assistance. I have received notification of our selection but no additional information as of June 28<sup>th</sup>.*

**Future Opportunities Identified:**

Idea: prepare groups to meet with schools, School-to-Work Counselors, service coordinators and others about having a discussion with individuals about pursuing employment, how to write service plans that prioritize work and include employment goals and support services, and how to get referrals from professionals to support the inclusion of an employment goal on an individual service plan, etc. Visit region and talk to Service Coordination agencies.

There is a white paper being developed by Medicaid on the budget and it includes employment. (Jean more info?)

Support Brokers – could an Employment First-related presentation or training be counted as credit toward on-going training requirement? Also fold employment discussion information into the full Support Broker training.

National Disability Awareness Employment Month (NDEAM) is October and the theme of this year's campaign is "Because We Are EQUAL to the Task." Group discussed utilizing resources and toolkit from national campaign to do a media blitz in Idaho (**IDEAM**).

Take Your Legislator to Work Day – this was a project of the Wisconsin DD Council and Tracy shared information. Discussion about doing this in Idaho – perhaps related to October IDEAM activities. More information about this is in the Marketing/Outreach Workgroup meeting notes from June 6.

**Update from CWG (Collaborative Workgroup on Medicaid Services for Adults with Disabilities):**

Marilyn shared about recent meetings of the CWG and work they are doing. They are looking at legacy tools that states use to determine individual needs and budget determinations. A legacy tool is one that a state has developed for themselves, specific to their needs and program. Oregon has one that includes employment we may want to look at. The CWG would like the IEFC to look at various tools and provide recommendations for questions to be included in an Idaho tool.

Tracy shared the recommendations the IEFC refined in May and that were presented to the CWG at their last meeting. Comments from CWG members were to add to #4 so that it would read "*4. All services and supports for people who have a vocational goal lead to specific employment outcomes.*" The IEFC decided adding those underlined words gets us farther away from our intended focus and the expectation that adults will work. The group talked about how to share that vision better with the CWG and talk to them about how to include work goals in person-centered planning discussions and services plans.

Another change suggested to our recommendations to the CWG was to move #5 about training for service professionals to before #4. This started a larger discussion about training on employment first concepts for service professionals (see next page).

Marilyn also reported that the CWG has been discussing bundling and unbundling services. In addition to wanting flexibility in use of services, they have discussed the need for quality and maintaining a workforce. The CWG talked about the unique set of skills needed by job developers to do that job well.

The CWG has workgroups who are meeting/working over the summer and the full group will meet again in the fall.

What the CWG would like ideas/recommendations from the IEFC about people with high/intense support needs do not have funds in their budget to pay for work supports and services. Jean said it could be possible to have an exception review and include an argument for work as needed for health and safety. (This concept could be included in training for planning professionals.)

There is a separate rate for folks going to school – could there be one for people who are working? *(I don't know what this is, we need more information.)*

**Training/Information for Service Coordinators, Support Brokers and other Support Professionals:** It was suggested we develop a template or guide for the planning discussion. Start with things like “Let’s talk about a work goal.” How to start the conversation to support the expectation to work and help the individual determine what work could look like for them. Share this information with the CWG to help them understand our vision.

Include information in trainings for support professionals about how to work with the circle of support and find out what they think the individual needs to be able to go to work and how to address their concerns. (Get past the concept of “readiness to work.”) Could we utilize all or part of the Person-Centered Planning training that was developed with the Center on Disability and Human Development (CDHD)? Do workshops or provide training on PCP techniques and how to use the tools for employment planning. Emphasis on pre-planning activities with the individual to determine their skills and what skills they may need to learn (like Discovery process).

A challenge is that people who we want to attend this kind of training do not get paid for their time while in training. How can we set up a training structure that is sustainable and addresses this issue? We should work with IDHW to make sure that anything developed could work as “Department approved training” and count for ongoing professional development/training hours that may be required. Trina mentioned that the CDHD has a new transition training that includes PCP tools. Trina will provide a link to access the Transition training so members can see what is included. One structure that we have used and seems useful to folks is to have online components and regularly scheduled in-person trainings so people can access training at a time that makes sense for them and when they need it. Could some of the ICDD employment initiative budget be used to support training like this?

## Review of Phase 2 Report Draft from the ICI:

The group looked at the most recent changes/additions to the Phase 2 report from the Institute for Community Inclusion. Although the group agreed that the draft is better than the first version, there were some concerns about language in a few areas. Tracy will talk with Jean Winsor (ICI) to make the following changes:

- Remove footnote 1 on page 11
- On page 42 under recommendation 5 change the 6<sup>th</sup> bullet to begin “Consider adding a flat payment rate for...”
- Make sure that all references to the IEFC list us as “Consortium”

Other than these items, IEFC members agreed that they could support the report as written. A final draft will be available before the end of July and posted to the ICDD website.

## Employment First Initiative website:

Tracy will contact Access Idaho to begin development of the Idaho Employment First website. The domain name we have secured is [employmentfirst.idaho.gov](http://employmentfirst.idaho.gov). The group discussed initial content of the site related to the Consortium:

- Member list with links to organizations by each person’s name/org. name
- Automatic email feature (when you click on a member’s name it opens and email message window to them.
- Current IEFC materials – message, values, brochure, etc.
- Meeting minutes and recommendations
- ICI Reports
- National resources
- Events
- Link to Able to Work website

## Review of Strategy Timeline and Activities:

The group reviewed the timeline and noted items that had already been achieved and those that would need to be moved forward. Some items were combined and others added related to having more recent information and thoughts about upcoming opportunities. Two items from the morning discussion will be added to the activities list:

- Training: Review Person-Centered Planning and Transition Trainings for possible connection to things we would like to do with employment planning.
- Discussion Template: Develop a template for planning professionals as described in earlier discussion. Include components related to having an initial discussion about employment, focusing pre-planning and Discovery process on identifying employment skills and interests, how to include employment goals in a plan and re-arrange day services, how to show that work is important to the individual and justify the need for employment as a health and safety issue if necessary, etc.

Data – The group is interested in discussing development of better data collection. Look at Medicaid for Workers with Disabilities data and Mathematica report (Monique). Low use of work incentives and PASS plans. Scott mentioned that the PASS program has more

stringent requirements and reporting now. Scott will follow-up to see if we can get Idaho specific data about PASS plans and work incentives from SSI.

Funding – Once we have a marketing plan developed and have identified needs we can figure out how to fund those things.

Work Incentives – A state list of benefits counselors will be ready in the fall. Would like to find a way to support the counselors from around the state to meet and interface. Group talked about how to share information with the public. Scott said that the federal structure refers only to the WIPA office (Disability Rights Idaho) then we can decide how to provide additional referral to other counselors. Options to choose which counselor they may go to. Coordination is needed with various entities to meet need for benefits planning. This is not a paid service for Community Rehabilitation Providers, but they provide it to their clients.

Marketing/Outreach - Members talked about raising visibility with policymakers and the Governor. How can we move past just meeting with his staff. Set up a meeting and take an “ask.” Perhaps a first step is to draft a proclamation for the Governor to sign to promote October as Disability Employment Awareness Month. There have been similar proclamations – last year (Bibianna Nertney with CPI worked on it) and in Idaho Falls for Disability Mentoring Day. This might lead to an Executive Order later to set the expectation that all people can and will work that could help us with policy development and/or systems change efforts.

**A separate document that includes the updated Strategy Timeline will be posted upon final approval of Consortium.**

### **ACTION Items from this Meeting:**

<b>Action Item</b>	<b>Person(s) Responsible</b>
Review DRAFT updated strategy timeline, provide feedback to Tracy	Everybody
Identify promotional materials for Idaho Disability Employment Awareness Month in October, more info: <a href="http://www.whatcanyoudocampaign.org/">http://www.whatcanyoudocampaign.org/</a>	Everybody – Tracy lead
Take Your Legislator to Work Day, more info at: <a href="http://wi-bpdd.org/takeyourlegislatorwork/index.cfm">http://wi-bpdd.org/takeyourlegislatorwork/index.cfm</a>	Cassie, Russ, Lori, Becky, (Bibianna N – CPI)
Toolkits for Presenters	Trina Balanoff
Get Idaho data from SSI	Scott Hoover
Recruit self-advocates for advisory committee	Noll Garcia, Tracy Warren w/help from all
Outline content for website, meet with Access Idaho	Tracy Warren

**Next Meetings:**

- **Summer** - Workgroups are encourage to meet in July and August to address strategic plan objectives and prepare for upcoming activities. Please see the attached, updated, strategy timeline.
- **Thursday, September 12<sup>th</sup>**
- **Thursday, October 10<sup>th</sup>**
  - The location for these meetings will be determined soon and Tracy will send out location information.

**Possible Agenda Items for September meeting:**

- Revise and/or approve new strategy timeline
- Reports from workgroups
- Progress on October IDEAM activities
- Discuss plan for use of ELC technical assistance
- More...